

Thriving as a Lawyer

About the program



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Thriving as a Lawyer

There's no doubt that there are structural and systemic challenges in legal practice that are bigger than any one person. But, there is also a paradox at play in that many lawyers are just so exhausted from trying to meet what can feel like constantly changing, unreachable or invisible standards that they end up being *less able* to make the creative and adaptive changes they need in order to thrive.

Paradoxically, in legal practice people tend to succeed more at work *and* do what they need to do to thrive personally when they care just a little bit less about what people think... but taking that leap from A to B can feel impossible, leaving people stuck.

This program is about helping you more effortlessly make the calls you need in your work and life in order to thrive in both. Rather than feeling guilt whether you work all hours or unplug to focus on other things, enjoy confidence and peace of mind to make the calls that suit you.

You will explore the patterns, habits and subconscious beliefs that may be holding you back from acting with confidence and clarity in calling the shots in your own work and life.

Common unhelpful patterns include

- Perfectionism
- People pleasing
- Conflict avoidance, or frequent conflict
- Difficulty making decisions
- Overwork and burnout
- Micromanaging and difficulty delegating
- Clashing demands in different areas of life

The key to this process is that we *do not seek to eliminate* these patterns. Many of them probably helped you succeed and, to extent, still will.

Rather, we begin from the assumption that these behaviours are driven on some level by an intention to continue to serve you in some way. Trying to use “tips and tricks” to bring balance often won't stick. Trying to eliminate these patterns without surfacing and handling the positive intention behind them only creates more dysfunction.

Instead, in Thriving as a Lawyer you will keep what is useful from these parts, allowing them to be integrated into more functional ways of operating, so that you can design and implement lasting change that will work for you.

Your Group

You will be working in a small group of no more than ten fellow in-house counsel. This is a fantastic opportunity to work directly with Madeleine, as well as to learn from, and contribute to, your fellow group members.

About the program

“Stuckness” and unhappiness at work often comes from what feels like irreconcilable conflict between what’s needed for success in the different spheres of your life. This program is designed to step you through a powerful process that will help you hear what I call your “truest voice” wants for you (other terms that work just as well might be “deepest values”, “inner wisdom”, “highest self” ... there’s no particular magic to the label) and bring it more into alignment with your current daily reality.

The 3 Steps to Thriving as a Lawyer



Full program detail

You will be invited to complete a confidential intake questionnaire, including a self assessment as to your level of thriving at the beginning of the program.

You will then step through a structured 8 week program, comprising both live coaching sessions and interim readings and homework tasks. In the coaching sessions you will have the opportunity to work with me directly in a supportive and confidential space.

The time commitment for the interim tasks is up to you - it could be as little as 15 minutes but you will benefit from spending the time you need to get traction from this work we're doing.

You don't need to make any big decisions or major changes to your daily modus operandi right away. By taking the time for you to explore a little more deeply into the drivers that might be keeping you depleted, the things you want for yourself on a much deeper level, and how the two might work together you will set the conditions for more lasting change. Then (from session 4) you will be in an even stronger and more resourceful position to create and implement your own, tailored action plan to make tangible improvements in the domains that matter to you.

Having said that - right from session one we'll be looking at some "quick wins" to give you space to focus on the deeper work.

Prework

Intake Questionnaire

Week 1 - Session 1: Daily Drivers

Welcome, program overview

Quick wins

Thriving scale - now and goal

Understand daily drivers

Week 2 - Session 2: Your truest voice

Insights over the week, wins and challenges

Tuning into your truest voice - your inner sense of confidence, and of what's right and wrong for you

Identify themes, commonalities, differences with daily drivers

Week 3 - Session 3: Integration

Insights over the week, wins and challenges

Integrating daily drivers and your truest voice

Week 4 - Session 4: New actions

Insights over the week, wins and challenges

Exploring applications at work

Commitments to action

Week 6 - Session 5: Check-in

Insights over the fortnight, wins and challenges

Support, coaching, commitments

Week 8 - Session 6: Thriving

Insights over the fortnight, wins and challenges

Support, coaching, commitments

Thriving scale - now

Optional - Check-In session/s

Single session/s at intervals post-program for accountability and "tuning up"

About Madeleine Shaw



Madeleine Shaw is an in-demand executive coach, speaker and facilitator with well over two decades of experience working with lawyers - the first as one of them, the second as a coach. Madeleine supports her clients to understand and operate from a strong sense of personal meaning and purpose as they move through a range of career and life challenges and transitions. An expert in resilience and wellbeing, Madeleine is interested in helping each person, team and organisation use their authenticity as a source of power to support them as they navigate change.

Previously, Madeleine was a corporate and commercial lawyer with top tier firms in Australia and the USA as well as corporate counsel with a large multinational corporation.

Madeleine brings her clients a rare and invaluable combination of breadth of perspective, strong empathy and a willingness to challenge with compassion, together with an unshakeable commitment to supporting each individual client as they move through their particular process.

Madeleine's clients include top tier legal, professional services and consulting firms, financial services organisations and a number of large listed companies and government departments and agencies.

Madeleine is accredited with the Institute of Executive Coaching & Leadership. She is a professional credentialed coach (PCC) with the International Coach Federation (ICF), is an accredited Mental Health First Aider and is board director and secretary of the ICF's Australasia Chapter. She is a graduate of the Australian Institute of Company Directors (GAICD). Madeleine holds a Bachelor of Arts (Jurisprudence) and Bachelor of Laws (Hons) from the University of Adelaide and has been admitted to practice law in NSW and California. She also holds a Grad.Cert (Film & Video), but that's another story!

Next Steps

I would welcome the opportunity to work with you to help you thrive as a lawyer.

I'm delighted to be partnering with ACC Australia to deliver this program at a subsidised rate of only \$390 for ACC Australia members.

I look forward to hearing from you. Please contact ACC Australia at ausevents@accglobal.com or 1300 558 550 with any questions or to book into your program.

Yours sincerely,



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